

SCHEDULE OF BENCHMARKED HOURLY PAID (OCCASIONAL) RATES 2023/24

WORK	LEVEL	Hourly Rate (€)	COMPARATOR GRADE	PT	ANNUAL SALARY €	GUIDELINES
General	Basic	12.70	General support		23194	Paid Primarily to Students
Invigilation	Basic	15.76	Executive Assistant	1	28789	Examination invigilation or other similar duties
Administration	Standard	15.76	Executive Assistant	1	28789	Administrative work at a level of complexity requiring the level of skill that would normally be expected of an Executive Assistant at entry level
Administration	Intermediate	19.56	Executive Assistant	6	35721	Administrative work at a level of complexity and autonomy requiring the level of skill that would normally be expected of an Executive Assistant with at least five years experience
Administration	Senior	23.64	Senior Executive Assistant	1	43173	Administrative work at a level of complexity and autonomy requiring the level of skill that would normally be expected of a Senior Executive Assistant
Grading	Basic	15.76	Demonstrator	1	28789	Grading conducted by occasional staff: normal or usual rate
Grading	Senior	22.35	Assistant Lecturer	2	40809	Grading conducted by occasional staff where the grading task is unusually complex or requires special skills
Oral Examinations	Basic	22.35	Assistant Lecturer	2	40809	Oral examining conducted by occasional staff.
Demonstrations	Basic	15.76	Demonstrator	1	28789	Laboratory demonstrations, field work supervision or similar activities: normal or usual rate
Demonstrations	Intermediate	22.75	University Tutor	1	41553	Laboratory demonstrations, field work supervision or similar activities involving a degree of complexity necessary to justify the rate.
Demonstrations	Senior	28.29	University Tutor	6	51665	Laboratory demonstrations, field work supervision or similar activities; normally this level will be used where the demonstrator is at postdoctoral level, and/ or has four to five years of prior experience and/or has supervisory responsibilities for other demonstrations
Tutorials	Basic	22.75	University Tutor	1	41553	Tutorials and similar activities: normal or usual rate
Tutorials	Intermediate	28.29	University Tutor	6	51665	Tutorials and similar activities where the tutorial is on a topic that is unusually complex or requires specialist skill
Tutorials	Senior	33.53	Senior University Tutor	4	61240	Tutorials and similar activities where the tutor has four or five years tutorial experience or the tutor is at postdoctoral level.
Lecturing	Lecturer	40.17	Lecturer	3	73356	The hourly rate for each hour spent preparing and delivering lectures (or similar teaching or teaching related activity) which requires the level of knowledge and skill that would normally be expected of an individual at lecturer grade
Research Assistant	Level 1	15.55	General Admin – entry level		30025	Purpose of role is to assist in the performance of research. Minimum of primary Degree qualification in relevant discipline with little or no research experience.
Research Assistant	Level 2	18.03	General Admin - experienced		34812	Purpose of role is to assist in the performance of research. Minimum of primary Degree qualification in relevant discipline with relevant research experience.
Post Doctoral Researcher	Level 1	22.16	Higher Admin – entry level		42783	Purpose of the role is to conduct a specified programme of research under supervision of a PI while developing skills and competencies with respect to the role and future career options. Minimum qualification of PhD, or exceptionally, equivalent research experience (including industrial R&D). 1-2 years post-PhD research experience.
Senior Post Doctoral Researcher	Level 2	26.18	Higher Admin – experienced		50540	Purpose of role is to conduct a specified programme of research under supervision of a PI while also supervising PhD students and PD1s. Continuing to develop skills and competencies with respect to the role and future career options. Minimum qualification of PhD, or exceptionally, equivalent research experience (including industrial R&D). Up to 4 years post-PhD research experience.